

CAREER NEWSFLASH



MMEA-64

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EDITORIAL FROM THE CAREER COUNSELORS



The year 2001 has had important updates and changes to the PES that are significant to

the process of deducting individual competitiveness for selection. Effective 1 October 2001, RAW Scores reflecting the competitiveness of the individual Marine's report when compared to the Reporting Senior's Profile, were made visible on the Master Brief Sheet. The Reviewing Officer's Profile was also made visible on the Master Brief Sheets. This is an excellent picture of competitiveness at a glance. We still routinely find several Career Marines who are unaware and uninformed of these updates. The previous newsletter explained these updates in detail. We have also been teaching these on our many road trips Marine Corps wide. With the technology available today, access to information is much easier than in earlier days. We must ensure a higher level of awareness on such important changes.

This year's Staff Non-Commissioned Officer Active Duty Selection Boards are on the horizon and the Enlisted Career Counselors routinely come across Marines with incomplete records. This could

affect Marines in their selection process. The individual Marine is fully responsible for his or her own record, and in most cases, having an incomplete record will not provide grounds for remedial consideration.

We advise Marines to look at at their official records in the same way they would look at a resume for a much sought-after job. Your official record is very similar to a resume. As your personal representative to the Selection Board, it portrays you completely. Therefore, you should review it periodically to ensure accuracy.

We recommend Marines be proactive and call the Counselors for a review of their performance at least a year before they come in zone. Relatively little can be done after the board adjourns due to the time allowed before the next year's board. We also recommend that Career Marines call us to discuss career choices that will be most beneficial before speaking with their MOS Monitor for assignments.

All active duty Career Marines in the rank of Sergeant and above can request Career Counseling by calling toll free (800) 833-2320 or DSN 278-9241. Appointments are usually given three to four working days after the initial request.

-Semper Fidelis

THE SNCO SELECTION BOARD PROCESS EXPLAINED BY THE CAREER COUNSELORS & THE ENLISTED PROMOTION SECTION (MMPR-2)

Career Counselors are debriefed by each selection board before they adjourn. This process provides us keen insight into the SNCO promotion process. The focus of this article is to give you a working knowledge of Active Duty SNCO Promotions.

The selection board membership consists of one Colonel as president and 20 other board members (21 voting members including the president). There are three other members (officer/enlisted) that act as recorders for each selection board. The board members reflect a true cross section of the Marine Corps with representation from aviation, combat service support, and combat arms occupational fields. The Enlisted Promotion Section administers the selection boards annually.

Each selection board consists of three separate phases:

1. Pre-Board Phase
2. Board Phase
 - Prep Case
 - Brief
 - Vote
3. Post Board Phase



I. THE PRE-BOARD PHASE

During this phase, the Enlisted Promotion Section coordinates with other agencies, collecting data for use by the selection board. We have explained what each agency submits in detail to give you a clear understanding of input to the Enlisted Promotion Section.

Manpower Plans and Policy Section

Provides the zones and allocations for active duty selection boards. The initial zones and allocations are received approximately 60 days before the convening date of the selection board. This information is then published in the convening (first) Maradmin. A refined data set of zones and allocations is provided by MPP-20 approximately 30 days before the convening date. Change-1 is then published 30 days

following the first Maradmin, updating the zones and allocations.

Manpower Management Support Branch

Retrieves the digitized Official Military Personnel Files (OMPF's) and Digital photographs.

Marine Corps Recruiting Command

Provides a roster of Marines who are selected, but not appointed, for warrant officer and a roster of individuals enrolled in the Marine Enlisted Commissioning Education Program (MECEP). These Marines are removed from the eligible, competitive population and will be non-competitively screened for selection. MCO P1400.32C, Chapter 3, Section 5 refers.

Manpower Information Field Support Branch

Retrieves adverse information resident in the Marine Corps Total Force System (MCTFS) on each eligible Marine. This roster will include all non-judicial punishments, courts-martial, and assignments to weight control and/or military appearance program during a Marine's career.

Separation and Retirement Section

Reviews the eligible population and identifies those Marines that are to be removed from the eligible population due to transfer to the Fleet Marine Corps Reserve and approved physical disability discharges.

Enlisted Assignment Section

Forwards a roster of those eligible Marines who have been denied further service and/or refused permanent change of station orders (assigned RE-30 reenlistment code). These Marines are not eligible for promotion consideration and are removed from the eligible population.

Marine Corps Institute

Provides a roster of completed nonresident Professional Military Education (PME) on each eligible Marine. Marines must complete their required PME to be fully qualified for promotion.

Other administrative responsibilities being

accomplished:

Case Folders

A folder is prepared on each eligible Marine. The folder contains Fitness Reports (not included in OMPF), Hard Copy Photograph (if received, digital photographs will be in the X-Folder of the OMPF) and any update material the Marine has forwarded to the President of the selection board for consideration such as letters of recommendation, appreciation etc.

Precept

This document is the Commandant's rules of engagement for the selection board. The precept contains the names of the board members and administrative support personnel, final allocations and oaths. Other specific instructions discuss substance abuse, adverse material, professional military education requirements, special duty assignments, assignment of enlisted Marines, etc. The precept is signed by the Director, Personnel Management Division for the Commandant.

Briefs/Training

The recorders arrive three days before the convening of the selection board. They review their administrative duties and conduct training in the use of the digitized boardroom. The remaining members of the board arrive the convening date of the selection board (selection boards normally convene on Monday). The board members receive briefings from the Head, Promotion Branch, and Director, Personnel Management Division, and the Sergeant Major of the Marine Corps. Once the initial briefings are complete, the board members are trained on the digitized boardroom system, review selection board procedures, practice preparing cases, briefing cases, etc.

The computer has randomly distributed the case files (above zone/in zone eligibles) among the board members. The board president receives all below zone cases. This happens before the selection board convenes.

II. THE BOARD PHASE



PREP BRIEF

During the next several weeks, each board member reviews the official military personnel file of his/her

assigned cases, preparing detailed briefs on each eligible Marine. It takes on average, 30-45 minutes to prepare each case file. It is crucial to have an updated official record to avoid any unnecessary discrepancies that require additional research. It is the Marine's responsibility to ensure accuracy of his or her record.

During the Prep Phase, it may be necessary for a board member to require additional information for briefing. The briefer will then submit a Discrepancy Notice (DN).

Discrepancy Notices [DNs]

DNs are a means for the board member to request clarification or additional information in order to continue preparing the case to be briefed. DN requests will range from requesting missing fitness reports to clarification of date gaps, certification of photo info, verification of PME completion, etc.

Once the briefer submits a DN, the board recorder will research the request using MCI, MMSB, MCTFS, etc.

Fitness report DNs are submitted to MMSB and have a 72-hour response time to the board. MMSB may at that time have to contact the Marine and his/her command to respond to any DN.

After 72 hours, the board recorder will inform the briefer of all completed DN's. It is the discretion of the briefer to require the board recorder to pursue any uncompleted DN's after the 72-hour period has expired. Note: If the board determines that a Marine's case is incomplete but sufficient information is available to make a valid recommendation, the Marine will be considered for selection.



BRIEF

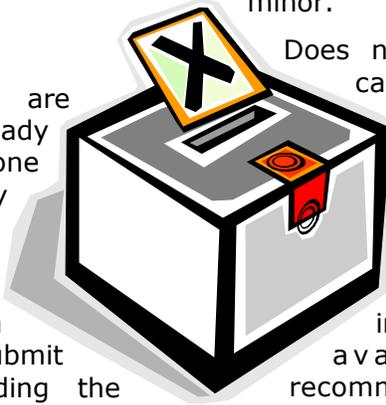
Once all the briefs have been prepared, the brief process begins. The record of each eligible Marine is briefed in a time limit of approximately three minutes. The briefs begin with the first Military Occupation Specialty (MOS) and proceed alphabetically until the last name in that MOS before moving to subsequent MOS's. During each brief, the other board members carefully review the Marine's record and make notes on their computer, highlighting things that they find important or

significant. Board members record a numerical standing from 1-5 in their computers for each Marine briefed. This number is not disclosed to anyone else. The briefer also gives a verbal score as part of his brief, which is just a way of showing relative competitiveness from his or her perspective. This process goes on until all eligible Marines are briefed.

VOTING



Once all the cases are briefed, the board is ready to vote. The vote is done by the Intended Military Occupational Specialty (IMOS). Only the number of allocations for each IMOS may be selected. The voting step is not a public forum. Board members submit their 'yes' or 'no' vote, including the president of the board anonymously as each eligible Marine is called. Eligible Marines with the highest 'yes' vote count for the assigned allocations in each IMOS are selected.



Uses the OMPF and MCTFS data (Rifle/Pistol/PFT/Awards/Schools, etc) in their deliberations.

Reviews and considers your entire military record from private to your current rank.

Briefs all adverse material, regardless of how minor.

Does not see duty status codes, strength category codes, draw case codes, pending legal or administrative actions.

Does not require a complete record to consider a Marine for selection. MCO P1400.32C states, "If the board determines that a Marine's case is incomplete but sufficient information is available to make a valid recommendation, the Marine will be considered for selection. Marines in this situation are not entitled to remedial consideration based on the missing material which has been updated subsequent to a selection board."

III. THE POST-BOARD PHASE

During the final phase, the board verifies the selects and non-selects. The Enlisted Promotion Branch (MMPR-2) publishes the official board report; prepares an executive summary; schedules the outcall with the Deputy Chief of Staff, Manpower and Reserve Affairs/Director, Personnel Management Division; and prepares the selection Maradmin. Once the outcall is completed, the board report and selection Maradmin are forwarded to the Director, Personnel Management Division for signature and release.

THINGS TO REMEMBER ON ENLISTED SNCO PROMOTIONS

The Enlisted Career Counseling Unit...

Does not know why a Marine is not selected. A reason for non-selection is not noted beside an individual's name or provided to the counselors. The bottom line is in a majority opinion of the members of the selection board; the records of those Marines not selected for promotion were not as competitive as the records of those selected.

The Selection Board...

A maximum of 5% of the allocation may be selected from the below zone at the president's discretion. Marines in the below zone DO have an opportunity for selection.

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The Enlisted Promotion Section...

Does not determine the zones and allocations for SNCO selection boards. The Manpower Plans and Policy Section provides the information needed to publish the convening Maradmin and subsequent changes before the convening date of the selection board.

Does not sit as members of SNCO selection boards. We manage the eligible population, instruct, guide, and provide administrative support to the selection board.

SPECIAL DUTY ASSIGNMENTS BY THE ENLISTED CAREER COUNSELORS

During sometime in their career, most Marines explore the thoughts of venturing out to a Special Duty Assignment (SDA). For those that have the opportunity, a tour on a Special Duty can be both personally and professionally rewarding.

But what is a Special Duty? Ask three different Marines and you can get three different answers. All too often "B-billets" are used in the same context as Special Duty Assignments. It is important to distinguish the two. Otherwise, you may be surprised when the orders you receive are not necessarily what you thought you requested.

Only four B-billets are considered Special Duty Assignments. They are: 8411 Recruiter, 8511 Drill Instructor, 8151 Marine Security Guard, and 8152 Marine Corps Security Forces.

A B-billet is any duty outside your Primary Military Occupational Specialty (PMOS) numbered 8000-9998. A quick check of the MOS chart can clarify those billets. It is imperative that Marines understand that not all B-billets are Special Duties. Only four B-billets are considered Special Duty Assignments. They are: 8411 Recruiter, 8511 Drill Instructor, 8151 Marine Security Guard, and 8152 Marine Corps Security Forces.

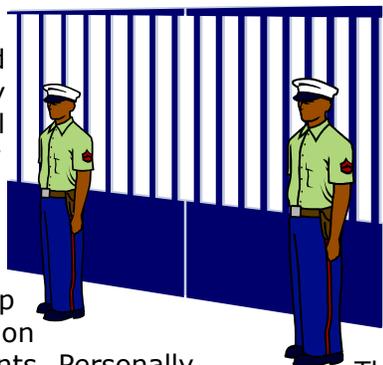
There are a multitude of benefits that a Marine can reap from a successful tour of duty on any of these 36-month assignments. Personally, they give the Marine a chance to work in a completely different arena, one outside their area of training and expertise. Professionally, B-billets can greatly increase the appeal of a Marine's overall record before a promotion

boardroom. All Marines who have successfully completed a tour of Special Duty will receive a precept in the promotion boardroom as being highly qualified for promotion. This should not be confused with having a "lock" for promotion. In its most basic form, a successful tour can significantly enhance a Marine's competitiveness when viewing his overall record.

Promotion is based on the competitiveness of the Marine's demonstrated performance and potential. SDA's can also serve as platforms to demonstrate different professional qualities that their PMOS may not routinely offer. Some Marines may get an opportunity to lead relatively few Marines in their primary duties. The opportunity to lead a larger diversified group of Marines and work independently while on a SDA can demonstrate potential on a larger scale.

Marines often ask us on when it is best to seek a SDA. Timing can be very important in this decision process. Sometimes Marines can choose this option by being proactive. Failing to be proactive may also result in screening and nomination by the Headquarters Marine Corps Recruiting Screening Team (HRST) towards needs of the Marine Corp on Recruiting Duty. When you go can be just as important as where you go. Every Marine's record is different, so timing should be considered on an individual basis. For example, a Marine that executes a lateral move into a new PMOS where he has very few observed reports, may find it in his or her best interests to serve in the new MOS until they have demonstrated competitive MOS performance before leaving for Special Duty. After all, the allocation comes from his PMOS, not the Special Duty.

The SDA serves as a force multiplier on an existing record. The timing questions are best answered when a counselor has the Marine's complete Official Military Personnel File (OMPF) available during individual counseling.



There are some Marines serving in critical MOS's who are not released by their MOS Monitors to pursue a SDA, even though they seek these demanding duties. The needs of the Marine Corps may deem it necessary to retain them in their PMOS; this can change from time to time. It is important to consider that if your MOS does not release you to a SDA, that does not decrease your competitiveness. You only compete with your peers for selection and the board is informed of MOS's that have not allowed release to SDA. If you find yourself in this situation, you can still convey your intent to actively seek a SDA by indicating it consistently as your first choice in your fitness reports as well as in the MCTFS/3270. This will convey your intent to the selection board members as well as to your monitor should things change. MOSs that did not previously allow Marines a SDA can occasionally open the window or opportunity a little and permit a release of few to a SDA.



For those who are serious about these demanding duties, education and preparation are essential. It is imperative Marines meet all pre-requisites of the respective SDA. Each of the duties is unique and requires special consideration. The Command Screening Checklist is a vital tool and serves to help identify and discuss potential problems. This mandatory checklist can be reviewed with your Career Planner and Chain of Command.

Success lies in a thorough examination of the various Special Duty Assignments. Discuss this choice with your leadership and those freshly off a successful tour to gain the greatest insight of which best suits you. The duty that best satisfies personal goals will be the one that also maximizes performance and shows increased potential.

The questions are endless when the subject of a Special Duty Assignment arises during counseling. This is understandable because they all require a deep commitment from Marines and their families. Ask, ask, and ask again, until you are comfortable. New opportunities in regards to Special Duty Assignments occur daily. For example, Marines

who now volunteer for Recruiting Duty before being identified on a HRST message will be guaranteed a specific Recruiting Station (billet availability). Marines who get seek guidance are empowered. A thorough evaluation of your career can greatly assist SDA determinations. Whatever SDA azimuth the compass is set to, they can certainly provide the stage to showcase your greatest potential.

When you have a year left on your SDA tour, call the counselors to discuss what options may be in your best professional interests to add to your competitiveness. Be careful on what you ask for or seek next, what you want or are allowed may not necessarily be best for you.

NEWS ON SPECIAL DUTY ASSIGNMENTS RECRUITING DUTY

Effective 1 October 2001, Marines volunteering for Recruiting Duty before being identified on a HRST message, will be guaranteed a specific Recruiting Station (billet availability). This is a great opportunity for Marines to be assigned in an area of familiarity or choice as they pursue one of the most challenging duties in their career.

DRILL INSTRUCTOR DUTY

Need for female Marines to attend all classes for Drill Instructor Duty. Need for prior 8511's for duty at OCS, the Naval Academy, and Assistant Marine Officer Instructor (AMOI) duty. Currently no DI seats available at MCRD San Diego. There are however some openings at Parris Island.

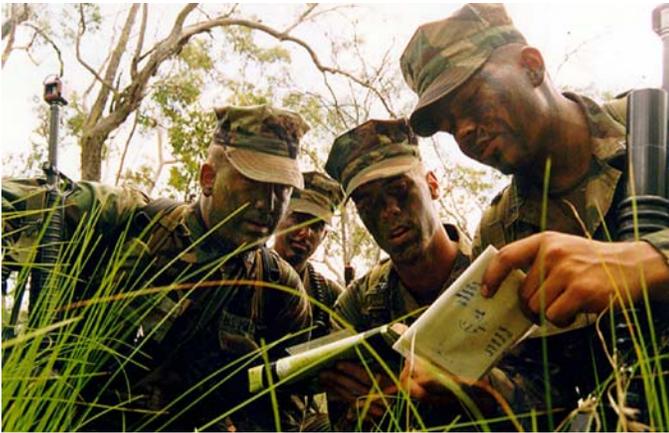
MARINE SECURITY GUARD DUTY

Openings for all classes. Ensure you see the MSG screening team when they visit your base or station. Ensure all the prerequisites for MSG duty are completed before reporting to school.

MARINE CORPS SECURITY FORCES DUTY

There is a present need for Career Marines in this challenging duty.

FOCUSING ON CAREER MARINES SUBSEQUENT TERM ALIGNMENT PLAN (STAP)



By retaining Career Marines, HQMC will be able to more closely align promotion tempos across all Military Occupation Specialties (MOSs).

The Fiscal Year 2002 Subsequent Term Alignment Plan (STAP) is well underway and making good progress. STAP is the new enlisted retention program directed by Headquarters Marine Corps. Its focus is keeping Career Marines in the Marine Corps, specifically in the ranks of Sergeant through Gunnery Sergeant. The plan works similarly to the First Term Alignment Plan (FTAP). However, the STAP goal is to ease the increasingly large numbers of first term Marines required in the past to fill gaps created by lowered retention rates among Career Marines. As Career Marines reach their EAS, we lose a great deal of experience in our enlisted ranks. By retaining Career Marines, HQMC will be able to more closely align promotion tempos across all Military Occupation Specialties (MOSs).

The seven Major Subordinate Commands

Incentives for STAP Marines include Selective Reenlistment Bonuses (SRB) for eligible MOSs, and adventure school seats as available. Monitors will work with Career Marines regarding geographical preferences as much as is feasibly possible.

(MSCs) have been assigned STAP target goals to achieve in specific MOSs. Career Marines may request to reenlist up to 12 months from their EAS date. STAP runs on a fiscal year calendar, and began on 1 October 2001. Any Career Marine who reenlists in the Sergeant through Gunnery Sergeant ranks will count towards that command's STAP target goal. Commands are encouraged to focus on those MOSs that are short of their target goal. However, there is no restrictive "cut-off" for individual MOSs, and Marines may still reenlist in an MOS even if it has already reached its target number. Career Marines will not have to compete for a boatspace like First Term Marines. No Career MOSs will close out once they reach a certain number under STAP.

Incentives for STAP Marines include Selective Reenlistment Bonuses (SRB) for eligible MOSs, and adventure school seats as available. Monitors will work with Career Marines regarding geographical preferences as much as is feasibly possible.

Current reenlistment numbers show 1,858

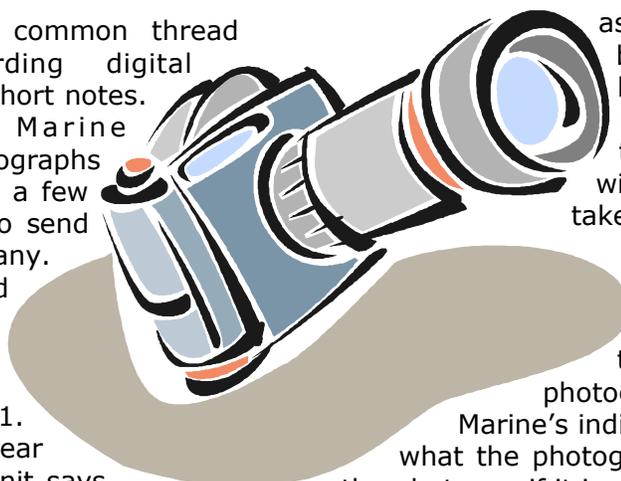
HQMC is encouraging eligible Career Marines interested in receiving an SRB to submit their reenlistment requests as soon as possible. SRBs are only guaranteed to eligible Marines who effect reenlistment before 31 January 2002 as mentioned in Maradmin 628/01.

1,858 Career Marines have executed reenlistment to date. The STAP goal for FY 2002 is 5,784 Career reenlistments. HQMC is encouraging eligible Career Marines interested in receiving an SRB to submit their reenlistment requests as soon as possible. SRBs are only guaranteed to eligible Marines who effect reenlistment before 31 January 2002 as mentioned in Maradmin 628/01.

DIGITAL PHOTOGRAPHS FROM THE RECORDS MANAGEMENT SECTION, MMSB-20

MMSB-20 has seen a common thread from recent calls regarding digital photographs. Here are a few short notes. As a standard, only Marine photographers can send photographs to MMSB's website. There are a few non-Marine units that can also send the photographs, but not many. Individual Marines cannot send their own photos, even if they have a digital photograph taken according to the standards in Maradmin 436/01. This will broaden in the near future. If your photographic unit says they have access to send the photograph, then check with MMSB to ensure receipt; otherwise, send a hardcopy to the President of the board per the Maradmin.

Secondly, Marines need to look at the photo and accept it before leaving the CVIC. We have many Marines taking three photos and



asking which one is seen by the board. It has been impractical, so Marines need to leave the CVIC comfortable with the photo they have taken.

There have also been several incidents of Marines inputting the wrong SSN on the photograph board with the Marine's individual data. That SSN is what the photographer uses to transmit the photo, so if it is wrong, the photo will not be written to the Marine's record.

As a side note, the digital photographs have very high resolution and are viewed on a 21" monitor, so be sure and look your very best. (i.e. shave before you take the photograph.)

INFORMATION REGARDING COMBAT REPORTS FROM THE PERFORMANCE EVALUATION SECTION, MMSB-30

Recently published Maradmin 612/01 contains clarification on the criteria for 'Combat Fitness Reports'; here is the essence of the message.

To be considered for a combat fitness report, the MRO must be serving in a project crisis code area as designated by the CJCS ... AND...be subjected to hostile fire in combat operations against an enemy or in direct support of those engaged in hostile fire with an enemy. Was the MRO under fire, returning fire, directly supporting those under fire with supporting arms, in direct service support within the immediate combat area, in a leadership or staff support role directly coordinating actions in the combat area? A "Yes" to any of these questions would justify a combat report. It is the commander's responsibility to determine if a combat fitness report is justified.

The RS needs to document the MRO's combat actions in section C (billet



accomplishments), in justification comments when "F" or "G" attribute grades are supportable, or in Section-I comments. Remember: "Just being in the theatre of operation and receiving imminent danger pay and qualifying for a campaign or expeditionary ribbon is not in itself a basis for a combat report."

PROMOTION ALLOCATIONS AND SELECTION OPPORTUNITY FROM MANPOWER PLANS AND POLICY SECTION, MPP-20

PROMOTION ALLOCATIONS

Promotion allocations are determined by the number of projected losses within an MOS. There is no real mystery to the process of determining promotion allocations. The process is started about 100 days before the board convenes when the Enlisted Promotion Planner runs a model to produce the allocations for the 90-day promotion cut, which all the OccFld sponsors receive for chop. The model projects promotion allocations by comparing the projected on-hand population to the allowable population in a given rank. This number is computed using the following:

1. Current On Hand population.
2. Allowable Population (Requirement).
3. EAS population (Marines whose EAS is prior to the convening of the board for the following year i.e. this year's E8/E9 board would include anyone whose EAS is between 1 Feb 02 and 31 Jan 03).
4. Marines selected for and awaiting promotion to the rank that is addressed.
5. Number of Marines projected to be selected to the next higher grade.
6. Those with retirements in the system for the pay grade.

OccFld sponsors take this information, study it, and identify any changes that are necessary (i.e. confirming Marines intentions who are identified with EAS's, accounting for Marines that may be latmoving, ensuring the current on-hand population is correct, etc.) The OccFld sponsors then notify the Promotion Planner if the projections are incorrect and recommend any changes to the number of allocations.

The Promotion Planner then appropriately adjusts the allocations and publishes a 60-day Maradmin announcing the Selection Board and promotion allocations, which is the first official presentation of the allocations for the entire Marine Corps to read and provide input.

Ultimately, allocations are continuously adjusted from the 60-day Maradmin, to the 30-day Maradmin, and even, if necessary, while the board is in session. If a Marine has specific questions about allocations, call your OccFld sponsor. They have the perspective of each MOS, and can provide detailed answers.

SELECTION OPPORTUNITY

Selection opportunity was created to help ensure standardized promotion tempo across MOS's. Many Marines have a misperception of the definition of selection opportunity. It is simply: the number of allocations divided by the total number of Marines within the In-Zone/Promotion Zone. In-Zone selection opportunities do vary in the following manner:

Promotion To Rank	Minimum Opportunity	Standard Opportunity	Maximum Opportunity
SSgt	70	80	90
GySgt	65	75	85
MSgt	60	70	80
SgtMaj/ MGySgt	65	65	75

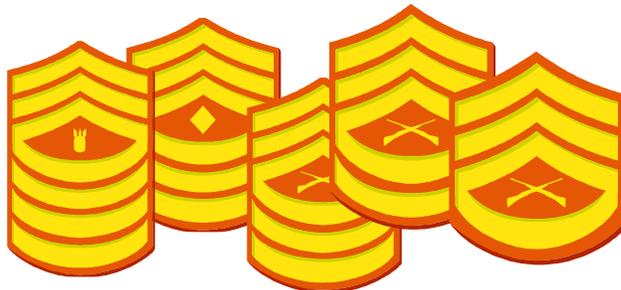
How are these opportunities applied? Variable selection opportunity is applied in the following ways:

1. MOS's that are promoting within one year of the average TIS to promotion to that grade Marine Corps wide will receive the standard opportunity. For example, 80% standard opportunity to SSgt means that for 100 allocations, 125 Sgts will be placed In-Zone.
2. MOS's that are promoting slower than one year of the average TIS to promotion to that grade Marine Corps wide will receive the

minimum opportunity. Applying the minimum selection opportunity will increase the number of Marines placed in the promotion zone for the first time to compete for a given number of promotion allocations. This will speed up the rate at which Marines in the slower promoting MOS's are considered for promotion. For example, if there are 100 allocations in a slow promoting MOS to SSgt, 143 Sgts will be placed In-Zone.

3. MOS's that are promoting faster than one year of the average TIS to promotion to that grade Marine Corps wide will receive the maximum opportunity. Applying the maximum selection opportunity will decrease the number of Marines placed In-Zone for the first time to compete for a given number of promotion allocations. This will slow the rate at which Marines in the faster promoting MOSs are considered for promotion. Additionally, since such MOSs are characteristically under strength, we can enhance retention by reducing the percentage of non-selections relative to other

MOS's. For example, in a fast promoting MOS to SSgt, the maximum opportunity for promotion to SSgt would be applied. If there are 100 allocations to SSgt, 111 Sgts will be placed In-Zone.



These concepts can lead to confusion, so if there are any questions, please feel free to contact Maj Bolton, Enlisted Promotion Planner, via email: boltonba@manpower.usmc.mil or phone: Commercial (703) 784-9361 or DSN 278-9361.

CAREER MARINES AND RETENTION FROM THE ENLISTED CAREER COUNSELORS

ON RETENTION

Career Counselors only see those requests for reenlistment that have a problem on current contract. A review of performance is necessary to put the incident in perspective with the Marine's overall career and to determine retention value. Career Counselors make an initial call on such cases based on an evaluation of the Marines overall record. There are several things to consider if you or your Marines fall into this category.

Do not wait until the last moment to submit for reenlistment.

Follow the guidelines as outlined in MCO P1040 Enlisted Career Planning and Retention Manual.

1. Career Marines may submit 14 months out from EAS for Reenlistment Authority.
2. To execute reenlistment the Marine must be within 12 months of their EAS.
3. If on a 'For Further Observation' (FFO) reenlistment, you cannot submit for reenlistment until within 90 days of your present end of

contract to allow for maximized observation.

ON LATERAL MOVES

Although reclassification may occur and/or be requested at any point in a Marine's career, as specified in MCO 1220.5, lateral movement will normally occur no later than the first-term reenlistment point.

Career Marines mainly desire lateral moves because of promotion tempos. They see that their MOS may be promoting slower than other MOS's. While this may be attractive on the outside there are certain things that need to be considered before submitting for a lateral move.

1. Can your monitor release you and can the monitor of the MOS you desire accept you?
2. How many years in grade do you already have for your current MOS?
3. When will you be In Zone for your MOS?
4. When would you be In Zone for the MOS you desire?
5. How many allocations are there historically for your MOS?

6. How many allocations are there historically for desired MOS?
7. If accepted do you have time to complete your new MOS school and get establish reports in your new MOS?

Remember, upon your being approved for a lateral move, you are assigned an IMOS that day and will be considered for selection in that newly assigned IMOS. Even if that MOS may require some formal schooling or other requirements to get the full MOS designator, you will still be seen in the intended MOS. You will be considered in the IMOS as long as the lateral move was approved before the convening date of the promotion board and the promotion



Thirty-two Marines together took the oath in a mass reenlistment ceremony together near 2nd Battalion, 3rd Marine Regiments Headquarters building on 2 October 2001.

messages showed you to be in the respective zones eligible for selection. If you appear in the Above Zone, but have never been passed for promotion for any MOS, then you need to contact the Promotion Branch to ensure that you are considered in the correct zone.

SCENARIO (SERGEANT)

Marine has 2 years in grade and his MOS shows that he should be In Zone in 1 year. MOS that he has been accepted in for Lateral Move will place the Marine in the In Zone for SSGT in 1 year. The Marine accepts the Lateral Move and is holding the new MOS 00XX with an Intended

MOS of 0022. The Marine will be going to school in 2 months for 12 weeks. Upon graduation, the Marine will have the new MOS and the school report may be a non-observed report, SNM will have 1 observed report before the board for SSGT. The Promotion message shows 6 Allocations for promotion and has 5 Marines in the Above Zone and 10 Marines in the In Zone. The other Marines have been in the MOS for their entire time as a SGT. While all Marines records are briefed, it may raise some questions as to the your individual competitiveness when compared to the demonstrated performance of the peers you compete with for promotion. While you may still be in the process of gaining and demonstrating your capability and potential, this may already be well established by the competition you go against.

We recommend Marines considering a Lateral Move, do so while new in grade. This would allow the requirements of the new MOS to be met, such as schools and reassignments, as well as time left to show competitiveness in performance in new MOS. The bottom line is that in the competitiveness of the overall record, there is not a solid set of clear rules to go by. Hence, we recommend Marines considering a lateral move call us for a review of performance before making one.

We cannot guarantee retention or promotion, nor can we deny either. We serve as your supporting arm and a good source of sound counsel based on Marine Corps Orders, your overall record, your competition, and the existing promotion opportunity.

The aforementioned Lateral Move questions are also good reasons to give the Career Counselors a call. We can help answer these questions and provide a better perspective. We cannot guarantee retention or promotion, nor can we deny either. We serve as your supporting arm and a good source of sound counsel based on Marine Corps Orders, your overall record, your competition, and the existing promotion opportunity.



MMEA-64

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NEXT ISSUE

- THE CAREER COUNSELING PROGRAM
- MAKING INSTRUCTOR DUTY WORK FOR YOU
- REMEDIAL CONSIDERATION
- PERB/BCNR

RETIREMENTS AND STOLEN IDENTITIES



Over the past eight months, we have heard from recently retired Marines who registered their DD-214 Retirement Papers with local government offices. They stated the information registered may have been accessed by others and identities possibly stolen. We have looked into this with the Separations and Retirements Branch here and found that a few such incidents have recently been reported.

Bottom line, some local counties and cities do make

everything you register with them part of public record and some have weaker security measures than others. There are many counties where one can obtain just about anything on public record about anyone. What is recommended, is the following:

1. Retiring and separating Marines have the option to have their forms released to the State and Veteran Affairs while getting their DD-214. This is advisable as VA offices are a good place to have a back up, and are more secure than the county offices in most cases.
2. Retiring and separating Marines should get some sort of fire proof safe where they can store their important papers. This is good advice for all Marines, regardless of rank. They should mark this as service documents and always have this current.

UPCOMING SELECTION BOARDS PREPARING IS YOUR INDIVIDUAL RESPONSIBILITY

As we review the records of Marines requesting a Career Counseling, it is amazing to note that our Marines deployed overseas and especially those in 'Combat Zones' seem to have relatively accurate and updated records.

There is absolutely no reason for ignoring your records or being unprepared for the 'Selection Boards'. Neglect in this area is a sure sign of your lack of desire to be promoted and a failure in leadership.

When our Marines in 'Hot-Zones' and Marines on other difficult duties to include 'Special Duty Assignments' are doing their part in both preparedness as well

as ensuring competitiveness, it leaves little room for neglect from others stationed conus in a more controlled environment.



Christmas Day at a forward operating base in Kandahar, Afghanistan with Marines of the 26th MEU (SOC).